

BEFORE THE GOVERNING BOARD OF THE  
CAPISTRANO UNIFIED SCHOOL DISTRICT

In the Matter of the Accusation Against:

CERTAIN CERTIFICATED EMPLOYEES,

Respondents.

OAH Case No. 2011020901

**PROPOSED DECISION**

Daniel Juárez, Administrative Law Judge (ALJ), Office of Administrative Hearings, heard this matter on April 12, 2011, in San Juan Capistrano, California.

Atkinson, Andelson, Loya, Ruud & Romo, and Anthony P. De Marco, Esq., represented the Capistrano Unified School District (CUSD).

Reich, Adell, Crost & Cvitan, and Marianne Reinhold, Esq., represented Respondents. Those Respondents are listed in Appendix A.

The Administrative Law Judge held the record open until April 29, 2011, to allow each party to submit written closing briefs on designated days. The parties submitted closing briefs timely; the briefs were marked for identification.

As the final brief was filed early, the parties submitted the matter for decision on April 28, 2011.

**FACTUAL FINDINGS**

1. Joseph M. Farley, Ed.D, CUSD Superintendent, filed the Accusations in his official capacity. CUSD served the Accusations on all Respondents timely.

2. CUSD employs Respondents as temporary certificated employees. Many though not all Respondents are certificated employees who had previously achieved permanent or probationary status with CUSD and whom CUSD laid off during the 2010, 2009, and/or 2008 school years. However, for the 2010-2011 school year, CUSD employed Respondents only as temporary employees.

3. CUSD offered an exemplar of the temporary employment contracts agreed to between Respondents and CUSD. The contract in evidence specifies a beginning date of September 7, 2010, and an end date of June 23, 2011. The contracts contain the signatures of CUSD's Assistant Superintendent of Personnel Services and each Respondent. Respondents

did not object to the accuracy or authenticity of the exemplar in evidence or of the exemplar nature of the document.

4. When CUSD initially provided Respondents with their temporary contracts, CUSD erroneously defined all of the contracts as being pursuant to Education Code section 44909, when in fact, some of the Respondents issued temporary contracts were temporary employees pursuant to other Education Code sections. Education Code section 44909 pertains to categorically funded positions. It was unclear whether any of the evidence accurately distinguished the statutory authority for the temporary contracts.

5. All of the contracts were entitled, “Offer of Temporary Employment” and contained additional wording offering temporary employment to Respondents.

6. On February 22, 2011, pursuant to Resolution 1011-39<sup>1</sup>, the CUSD Board of Trustees (Board) determined to reduce and/or discontinue certain services within the school district due to the financial constraints resulting from insufficient revenue. Resolution 1011-39 proposed a reduction of 346 full-time equivalent (FTE) positions. The Board determined that, at the end of the 2010-2011 school year, because of the reduction of particular kinds of services, it was necessary to terminate its temporary employees, including those temporary employees in categorically funded positions, equal in number to the positions affected.<sup>2</sup> The Board directed CUSD’s administration to notify all temporary certificated employees of the Board’s determinations and to inform these employees that if they claimed to be probationary or permanent certificated employees, the notices would also serve to notify them that their services would not be required for the 2011-2012 school year.

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<sup>1</sup> The Board adopted Resolution 1011-39 on February 22, 2011.

<sup>2</sup> Resolution 1011-39 resolves to reduce or eliminate 346 FTE positions; however, CUSD issued 348 notices to 348 temporary employees. CUSD seeks to terminate the employment of all 348 employees. The names of all 348 individuals are listed in Exhibit 6; Exhibit 6 was admitted into the record at hearing. This disparity (346 FTE positions identified in the resolution, and 348 temporary employees noticed) is of no moment, as the recipients of the notices, all 348, are temporary employees who may be released as provided for in their temporary employment contracts, as determined in the Legal Conclusions, *post*. Further, Education Code section 44955, subdivision (b) allows a governing board to “terminate the services of not more than a corresponding percentage of the certificated employees of the district, *permanent as well as probationary*, at the close of the school year.” (*Italics added.*) Thus, while the Legislature intends for these proceedings to be limited in scope by the number of particular kinds of services the governing boards resolve to reduce or eliminate, that limitation in Education Code section 44955, subdivision (b) saliently relates solely to permanent and probationary certificated employees, not temporary employees. As such, nothing, including Resolution 1011-39, prohibits CUSD from releasing all 348 temporary employees it served with the Accusation.

7. Pursuant to Resolution 1011-39, on approximately February 23, 2011, the Assistant Superintendent of Personnel Services, Jodee Brentlinger, notified Respondents, in writing, that Respondents' services would not be required for the 2011-2012 school year. The written notice stated the reasons for termination and informed each Respondent, that while CUSD believed each Respondent was a temporary employee that could be released, pursuant to Education Code section 44954, CUSD understood that under certain limited circumstances, temporary certificated employees associated with categorical programs were entitled to participate in layoff proceedings applicable to probationary and permanent employees. For this reason, Brentlinger extended each Respondent the right to a hearing in its written notice, although she emphasized that CUSD was not converting their temporary employment positions into permanent or probationary positions by virtue of extending them the right to a certificated layoff hearing.

8. Brentlinger issued two versions of notices. Brentlinger sent the first version of notice to temporary employees who were currently on a 39-month or 24-month reemployment list due to the 2009 or 2010 layoff proceedings. In this first version of notice, Brentlinger further informed Respondents that the instant proceeding would not and could not affect their prior layoff status and that their intended release from temporary employment would not negatively impact their rights to be rehired consistent with their established seniority date as former permanent or probationary employees.

9. Brentlinger sent the second version of notice to all other temporary employees, those who were not currently on a 39-month or 24-month reemployment list as a consequence of an earlier layoff. This second version contained all of the information noted in Factual Finding 7, but did not contain the information delineated in Factual Finding 8.

10. Approximately 164 temporary employees requested administrative hearings to determine if there was cause for not reemploying them for the 2011-2012 school year. Respondents whom CUSD served with Accusations are listed in Appendix B.

11. The recommendation that Respondents be terminated from employment was not related to their performance as teachers.

12. The services at issue are "particular kinds of services" that could be reduced or discontinued within the meaning of Education Code section 44955. The Board's decision to reduce or discontinue these particular kinds of services was not arbitrary or capricious, but constituted a proper exercise of discretion.

13. The reduction or discontinuation of particular kinds of services related to the welfare of CUSD and its pupils. The reduction or discontinuation of particular kinds of services was necessary to decrease the number of certificated employees of CUSD, as determined by the Board.

14. The Board considered all known attrition, resignations, and retirements, at the time, in determining the actual number of necessary termination notices to be delivered to its employees.

15. Respondents did not testify at hearing; they offered no evidence otherwise.<sup>3</sup> Respondents instead chose to proffer solely legal arguments on their behalves. Respondents' legal arguments are described in Legal Conclusion 9.

## LEGAL CONCLUSIONS

1. CUSD met all notice and jurisdictional requirements set forth in Education Code sections 44944 and 44945. Respondents requested hearings timely.

2. The services identified in Resolution 1011-39 are particular kinds of services that the Board can reduce or discontinue under Education Code section 44955. The Board's decision to reduce or discontinue the identified services was not arbitrary or capricious, and was a proper exercise of its discretion. Cause for the reduction or discontinuation of services relates solely to the welfare of CUSD's schools and pupils within the meaning of Education Code section 44949. CUSD identified the temporary certificated employees that the Board directed to be released.

3. A school district may reduce services within the meaning of Education Code section 44955, subdivision (b), "either by determining that a certain type of service to students shall not, thereafter, be performed at all by anyone, or it may 'reduce services' by determining that proffered services shall be reduced in extent because fewer employees are made available to deal with the pupils involved." (*Rutherford v. Board of Trustees* (1976) 64 Cal.App.3d 167, 178-179.)

4. Education Code section 44954 provides that governing boards of school districts may release certificated temporary employees "at the pleasure of the board prior to serving during one school year at least 75 percent of the number of days the regular schools of the district are maintained" or after serving during one school year at least 75 percent of the number of days the regular schools of the district are maintained "if the employee is notified before the end of the school year of the district's decision not to reelect the employee for the next succeeding year."

5. The courts have held that categorically funded teachers may be treated like temporary employees. (*Zalac v. Ferndale Unified School District*, (2002) 98 Cal.App.4th

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<sup>3</sup> At hearing, Respondents sought to present testimony of certain Respondents regarding solely whether they properly possess rights to reemployment with CUSD. (See Educ. Code §§ 44956 & 44957.) The ALJ granted CUSD's motion in limine to exclude this testimony on the basis that the issue of reemployment rights is not pertinent to a reduction in force hearing, pursuant to Education Code sections 44949 and 44955. (See Legal Conclusion 8.)

838, 840-841 [A kindergarten teacher's first two years of employment was as a temporary employee in a categorically funded program pursuant to Education Code section 44909].) In *Bakersfield Elementary Teachers Association v. Bakersfield City School District* (2006) 145 Cal.App.4th 1260, the Court of Appeal found that teachers in categorical funded positions "are treated in much the same way [as temporary employees] in that they may be dismissed without the formalities required for probationary and permanent employees in the event the program expires or is terminated, and their service does not count toward acquiring permanent status (unless they are reemployed the following year in a probationary position)." (*Bakersfield Elementary Teachers Association v. Bakersfield City School District, supra*, 145 Cal.App.4th at 1286; see Legal Conclusion 7 for the pertinent wording of Education Code section 44909.)

6. As long as the minimal requirements of Education Code section 44954 are met, CUSD may release its certificated temporary employees. The evidence established that Respondents' circumstances meet those requirements. There was no evidence that any Respondents were anything but temporary employees, or those who could be treated as temporary employees (those in categorically funded positions), pursuant to contracts with CUSD. CUSD may release Respondents in the manner allowed by law for temporary employees. (Educ. Code, § 44954; see also *Bakersfield Elementary Teachers Association v. Bakersfield City School District, supra*, 145 Cal.App.4th at 1273, citing Educ. Code, § 44954 & *Kavanaugh v. West Sonoma County Union High School District* (2003) 29 Cal.4th 911, 917-918.)

7(a). Education Code section 44909 pertains to categorically funded positions.

7(b). Education Code section 44909 provides that the governing board of any school district "may employ persons possessing an appropriate credential as certificated employees in programs and projects to perform services conducted under contract with public or private agencies, or categorically funded projects which are not required by federal or state statutes. The terms and conditions under which such persons are employed shall be mutually agreed upon by the employee and the governing board and such agreement shall be reduced to writing."

7(c). The Legislature further provided that persons employed pursuant to Education Code section 44909, "may be employed for periods which are less than a full school year and may be terminated at the expiration of the contract or specially funded project without regard to other requirements of this [Education] code respecting the termination of probationary or permanent employees."

7(d). Of pertinence to Respondents' arguments, as delineated *post*, Education Code section 44909 further states, "[t]his section shall not be construed to apply to any regularly credentialed employee who has been employed in the regular educational programs of the school district as a probationary employee before being subsequently assigned to any one of these programs."

8. Respondents' legal arguments involved matters pertaining to the administration of categorical programs or their rights to reemployment. As set forth in Factual Finding 15, note 3, the issue of their right to reemployment is not an issue to be determined within this proceeding. As CUSD correctly argued, the purpose of this proceeding is "to determine if there is cause for not reemploying him or her [certificated employees] for the ensuing year," and the ALJ makes a "determination as to the sufficiency of the cause." (Educ. Code, § 44949, subds. (b) & (c)(3).) Except as necessary for a determination of whether cause exists for not reemploying them for the 2011-2012 school year, nothing in Education Code sections 44949 and 44955 provide for the determination of a respondent employee's status within this proceeding. Such determinations are outside of the jurisdiction of this proceeding.

9(a). Respondents' legal arguments are summarized as follows. First, that by employing Respondents as temporary employees, CUSD cannot convert Respondents who already achieved permanent and probationary status into temporary employees, pursuant to their interpretation of Education Code section 44909. Respondents specifically argued that the statutory language set forth in Legal Conclusion 7(d) specifically precludes Respondents who already achieved permanent and probationary status from temporary employment in categorically funded positions.

9(b). Second, CUSD has improperly identified various funding sources as categorical funding. Specifically, Respondents pointed to the use of state lottery funding, and special education funding that they assert cannot be categorical, due to the on-going nature of those funds. Respondents rely on *Zalac v. Governing Board of Ferndale Unified School District*, *supra*, 98 Cal.App. 838.

9(c). Third, CUSD has improperly used smaller categorical funds by placing or "sweeping" those funds into a general fund account. As such, CUSD should not use these "swept" funds to support a temporary employment contract.

9(d). Fourth, CUSD improperly offered and classified Respondents as temporary employees, pursuant to Education Code section 44920, when using partnership (job sharing) positions.

9(e). Respondents contend that due to CUSD's improper actions, as set forth immediately above, CUSD has wrongly employed Respondents as, and effectively converted Respondents into, temporary employees. Respondents further contend that a significant consequence of temporary employment is that, upon release, their reemployment rights are not extended as they would be if CUSD had laid off Respondents as permanent or probationary employees. (See Educ. Code, §§ 44956 & 44957.) That is, if CUSD had employed Respondents as permanent or probationary employees for the current school year, and then laid them off pursuant to a certificated layoff proceeding, the Education Code would extend their rights to reemployment by another 39 or 24 months, depending on whether they were permanent or probationary employees. (*Ibid.*) Respondents argue, as they are temporary employees, despite many of them having previously achieved permanent

or probationary status with CUSD, their release improperly affords them no such protection to an extended reemployment period.

10. CUSD argued that Respondents' arguments fall outside the jurisdiction of this proceeding, but nonetheless proffered written arguments in opposition to Respondents' arguments, in case the ALJ determined to the contrary. In light of the conclusion that the ALJ lacks jurisdiction to adjudicate issues regarding the operation of the categorical programs or Respondents' reemployment rights, neither CUSD's nor Respondents' arguments are addressed further.

11. Nonetheless, the ALJ cautions CUSD to consider the First District Court of Appeal's analysis in *California Teachers Association v. Vallejo City School District* (2007) 149 Cal.App.4th 135, where in discussing the Vallejo City School District's use of temporary employees, it said, "[i]n establishing these narrow categories [of temporary employment], the Legislature has sought to limit the ability of school districts to classify teachers as temporary employees." (*California Teachers Association v. Vallejo City School District*, *supra*, 149 Cal.App.4th at 146 [citing *Bakersfield Elementary Teachers Association*, *supra*, 145 Cal.App.4th at 1280].) Of particular pertinence here, quoting *Haase v. San Diego Community College District* (1980) 113 Cal.App.3d 913, 918, the *Vallejo* Court wrote: "The Legislature . . . has restricted the flexibility of a school district in the continued use of temporary employees [citations], for otherwise the benefits resulting from employment security for teachers could be subordinated to the administrative needs of a district." (*California Teachers Association v. Vallejo City School District*, *supra*, 149 Cal.App.4th at 146.) Quoting *Balen v. Peralta Junior College District* (1974) 11 Cal.3d 821, 826, the *Vallejo* Court further wrote, "[b]ecause the substitute and temporary classifications are not guaranteed procedural due process by statute, they are narrowly defined by the Legislature, and should be strictly interpreted." (*California Teachers Association v. Vallejo City School District*, *supra*, at 146-147.) It is noted that the *Vallejo* Court concluded that temporary classifications should be strictly construed, due to their narrow statutory definitions, when a certificated employee's classification is factually unclear. In *Vallejo*, the school district had not claimed that the teachers at issue fell into one of the statutorily defined categories of temporary employment, but instead the Vallejo City School District had employed them pursuant to a contract of "provisional/emergency employment," the meaning of which was unclear in regard to the teachers' classifications. (*Id.*, at 147.) Thus, the situation here is distinguishable, where the nature of Respondents temporary employment was clear.

12. Cause exists to sustain CUSD's action to release all Respondents for the 2011-2012 school year, because they are neither permanent nor probationary employees pursuant to Education Code sections 44955, as set forth in Factual Findings 1-15, and Legal Conclusions 1-10.

ORDER

The Accusations served on Respondents (those Respondents identified in Appendix B), are sustained.

Dated: May 4, 2011

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DANIEL JUAREZ  
Administrative Law Judge  
Office of Administrative Hearings



APPENDIX A--Certificated Employees of CUSD Represented by Reich, Adell & Cvitan

1.	Abedi, Lora	44.	Frommholz, Eric
2.	Almanza, Nadine	45.	Galasso, Margaret
3.	Arakawa, Scott	46.	Geller, Diane
4.	Arthur, Jeanie	47.	Gibson, Sarah
5.	Auerbach, Nathan	48.	Goode, Kimberly
6.	Avakian, Lori	49.	Grasso, Lynda
7.	Balogh, Michelle	50.	Gray, Carrie-Ann
8.	Bekley, Shelley	51.	Grondahl, Rebecca
9.	Beligan, Jacqueline	52.	Hammons, James
10.	Belmont, Kimberly	53.	Hansen, Julieann
11.	Bentley, Janet	54.	Hansen, Lacey
12.	Beyer, Quinn	55.	Heavlin-Martinez, Johanna
13.	Billman, Wendy	56.	Hegarty, Alison
14.	Bowden, Joanna	57.	Hine, Patricia
15.	Brooks, Teresa	58.	Hodel, Gail
16.	Brucks, Jessica	59.	Hoffman, Todd
17.	Burns, Annette	60.	Inskeep, Ashley
18.	Cantacessi, Angela	61.	Jaramillo, Barbara
19.	Carrie, Carolyn	62.	Johnson, Tricia
20.	Chak, Ambreen	63.	Jones, Christa
21.	Chutuk, Julie	64.	Junco, Juliana
22.	Clarke, Amy	65.	Keeler, Linda
23.	Clarke, Sarah	66.	Kluck, Jane
24.	Conrady, Pleasance	67.	Knox, Vanessa
25.	Cox, Melissa	68.	Koehler, Courtney
26.	Cracchiolo, Jenika	69.	Koenig, Elisa
27.	Cropley, Jason	70.	Kopczynski, Lisa
28.	Dixon, Kendra	71.	Laroche, Cynthia
29.	Dollar, Erin	72.	Last, Erin
30.	Donsker, Lindy	73.	Lewis, Sandra
31.	Douglas, Terri	74.	Loftis, Jennifer
32.	Downing, Kimberly	75.	Louie, Jamie
33.	Ellis, Shawna	76.	Luciani, David Jr.
34.	Eltiste, Ellen	77.	Mackey, Maryann
35.	Enmeier, Mark	78.	Martus, Larissa
36.	Falcon, Maygualida	79.	Mashburn, Andrew
37.	Fantasia, Teresa	80.	McKinstry, Shannon
38.	Faris, Anne Marie	81.	McLellan, Hayley
39.	Fatehi, Brenda	82.	Meyers (Pitkin), Bonny
40.	Fisher, Maggie	83.	Mickelson, Lyndsey
41.	Fox, Megan	84.	Moen, Melissa
42.	Frazier, Brianne	85.	Morgan, Diana
43.	French, Mikole	86.	Morris, Elizabeth

# APPENDIX A--Certificated Employees of CUSD Represented by Reich, Adell & Cvitan

87.	Mosconi, Victor	131.	Trudeau, Laura
88.	Murphy, Melissa	132.	Wade, Steven
89.	Nguyen, Nancy	133.	Waldukat, Andreas
90.	Nielsen, Marilee	134.	Wegner, Kathleen
91.	Nielsen, Noelle	135.	Weinberg, Dave
92.	O'Connell, Teresa	136.	West, Lelia
93.	O'Leary, Darla	137.	Willey, Elizabeth
94.	Olsen, Katherine	138.	Williams, Kimberly
95.	Paradise, Susan	139.	Wondra, Tiffany
96.	Passarelli, Kendra	140.	Young, Michael
97.	Peck, Lindsay	141.	Bak-Baychuck, Christine
98.	Peterson, Christin	142.	Choi, Yeon
99.	Portas, Lari	143.	Estrada, Axel
100.	Ploskina, Candace	144.	Glover, Bonita
101.	Portnoff, Angela	145.	Fragassi, Kari
102.	Poteet, Gina	146.	Koskella, Ameila
103.	Powell, Brooke	147.	McCarthy, Ryan
104.	Price, Emily	148.	O'Leary, Nathan
105.	Primack, Karen		
106.	Quinn, Jarett		
107.	Reilly, Monique		
108.	Ridill, Bruce		
109.	Roche, Ann		
110.	Rodriguez, Aimee		
111.	Royal, Susan		
112.	Rumpf, Stacy		
113.	Runyan, Jaime		
114.	Sanchez, Lynn		
115.	Sartoris, Reannah		
116.	Schoonover, Elisa		
117.	Schreiber, Ryan		
118.	Schwartz, Roni		
119.	Siglock, Kylie		
120.	Silverthorne, Elizabeth		
121.	Skon, Kelly		
122.	Soboleski, Amanda		
123.	Sottile, Wendy		
124.	Strick, Christa		
125.	Swanson, Celeste		
126.	Talbert, Ashley		
127.	Tatala, Jennifer		
129.	Thomas Mackey, Peggy		
130.	Todd, Mary		

APPENDIX B—Respondents Served with Accusations in OAH Case No. 2011020901

FIRST NAME	LAST NAME	SCHOOL SITE
Lora	Abedi	Shorecliffs Middle School
Nadine	Almanza	Marco Forster Middle School
Scott	Arakawa	Block Music
Jeanie	Arthur	Bathgate Elementary School
Nathan	Auerbach	San Clemente High School
Lori	Avakian	Niguel Hills Middle School
Christine	Bak-Boychuk	Junipero Serra High School
Michelle	Balogh	Don Juan Avila Middle School
Christyann	Banuelos	Junipero Serra High School
Brian	Barnes	Tesoro High School
Shelley	Beckley	San Clemente High School
Jacqueline	Beligan	Bernice Ayer Middle School
Kimberly	Belmont	Bergeson Elementary School
Janet	Bentley	Oak Grove Elementary School
Quinn	Beyer	R.H. Dana Elementary School
Wendy	Billman	Bergeson Elementary School
Joanna	Bowden	Psychologist
Teresa	Brooks	Carl Hankey Elementary School
Jessica	Brucks	Shorecliffs Middle School
Annette	Burns	Chaparral Elementary School
Angela	Cantacessi	Tijeras Creek Elementary School
Carolyn	Carrie	San Juan Elementary School
Ambreen	Chak	Tesoro High School
Yeon	Choi	Niguel Hills Middle School
Julie	Chutuk	Kinoshita Elementary School
Sarah	Clarke	Capistrano Valley High School
Amy	Clarke	Chaparral Elementary School
Pleasance	Conrad	Oso Grande Elementary School
Melissa	Cox	Tijeras Creek Elementary School
Jenika	Cracchiolo	Ambuehl Elementary School
Jason	Cropley	Oak Grove Elementary School
Chadwick	Cunningham	Block Music
Patrick	Derry	Marco Forster Middle School
Kendra	Dixon	George White Elementary School
Erin	Dollar	San Clemente High School
Lindy	Donsker	Newhart Middle School
Terri	Douglas	District Nurse
Kimberly	Downing	Ladera Ranch Elementary School
Shawna	Ellis	Block Music
Ellen	Eltiste	Marblehead Elementary School
Mark	Enmeier	Junipero Serra High School
Axel	Estrada	San Clemente High School
Maygualida	Falcon	San Juan Hills High School
Teresa	Fantasia	Oak Grove Elementary School
Anne Marie	Faris	Vista del Mar Elementary School
Brenda	Fatehi	Kinoshita Elementary School

FIRST NAME	LAST NAME	SCHOOL SITE
Marie	Finman	Bernice Ayer Middle School
Maggie	Fisher	Ladera Ranch Elementary School
Lindsey	Foster	Marco Forster Middle School
Megan	Fox	Marco Forster Middle School
Kari	Fragassi	Niguel Hills Middle School
Brianne	Frazier	Aliso Viejo Middle School
Mikole	French	Oso Grande Elementary School
Eric	Frommholz	Marco Forster Middle School
Margaret	Galasso	Marco Forster Middle School
Diane	Geller	Block Music
Sarah	Gibson	Aliso Niguel High School
Bonita	Glover	Oak Grove Elementary School
Laura	Goetsch-Gates	Las Flores Elementary School
Kimberly	Goode	Vista del Mar Elementary School
Lynda	Grasso	Aliso Niguel High School
Carrie-Anne	Gray	Ladera Ranch Elementary School
Rebecca	Grondahl	Shorecliffs Middle School
James	Hammons	Shorecliffs Middle School
Juliean	Hansen	Canyon Vista Elementary School
Lacey	Hansen	Chaparral Elementary School
Johanna	Heavlin-Martinez	Las Flores Middle School
Alison	Hegarty	Aliso Viejo Middle School
Patricia	Hine	Carl Hankey Elementary School
Gail	Hodel	Hidden Hills Elementary School
Todd	Hoffman	Wagon Wheel Elementary School
Ashley	Inskeep	Arroyo Vista Middle School
Barbara	Jaramillo	Marco Forster Middle School
Tricia	Johnson	Oak Grove Elementary School
Christa	Jones	Kinoshita Elementary School
Juliana	Junco	Las Palmas Elementary School
Linda	Keeler	San Juan Hills High School
Jane	Kluck	Aliso Viejo Middle School
Vanessa	Knox	R.H. Dana Elementary School
Courtney	Koehler	San Juan Hills High School
Elisa	Koenig	Oak Grove Elementary School
Nicole	Koopman	Marco Forster Middle School
Lisa	Kopczynski	Wagon Wheel Elementary School
Amelia	Koskella	Psychologist
Cynthia	Laroche	Oak Grove Elementary School
Erin	Last	Carl Hankey Elementary School
Sandra	Lewis	Marco Forster Middle School
Jennifer	Loftis	Niguel Hills Middle School
Jamie	Louie	Marco Forster Middle School
David	Luciani	Dana Hills High School
Maryann	Mackey	Barcelona Hills Elementary School
Larissa	Martus	Marco Forster Middle School
Andrew	Mashburn	Capistrano Valley High School
Ryan	McCarthy	San Clemente High School

FIRST NAME	LAST NAME	SCHOOL SITE
Shannon	McKinstry	Oso Grande Elementary School
Hayley	McLellan	Dana Hills High School
Bonny	Meyers	R.H. Dana Elementary School
Lyndsey	Mickelson	Shorecliffs Middle School
Melissa	Moen	Capistrano Valley High School
Diana	Morgan	Tijeras Creek Elementary School
Elizabeth	Morris	Wagon Wheel Elementary School
Victor	Mosconi	Aliso Viejo Middle School
Melissa	Murphy	San Juan Hills High School
Nancy	Nguyen	San Clemente High School
Marilee	Nielsen	Capistrano Valley High School
Noelle	Nielsen	Vista del Mar Middle School
Teresa	O'Connell	Newhart Middle School
Darla	O'Leary	Kinoshita Elementary School
Nathan	O'Leary	Psychologist
Kathrine	Olsen	Newhart Middle School
Susan	Paradise	R.H. Dana Elementary School
Kendra	Passarelli	Marco Forster Middle School
Lindsay	Peck	Shorecliffs Middle School
Christin	Peterson	Tijeras Creek Elementary School
Candice	Ploskina	Aliso Viejo Middle School
Lari	Portas	Tijeras Creek Elementary School
Angela	Portnoff	Las Flores Elementary School
Gina	Poteet	Carl Hankey Middle School
Brooke	Powell	Bernice Ayer Middle School
Emily	Price	San Juan Hills High School
Karen	Primack	Kinoshita Elementary School
Jarrett	Quinn	Newhart Middle School
Monique	Reilly	Don Juan Avila Middle School
Bruce	Ridill	Marco Forster Middle School
Ann	Roche	District Nurse
Aimee	Rodriguez	Oak Grove Elementary School
Susan	Royal	Newhart Middle School
Stacy	Rumpf	Tijeras Creek Elementary School
Jaime	Runyan	Tesoro High School
Todd	Rusinkovich	Dana Hills High School
Lynn	Sanchez	Capistrano Valley High School
Caren	Sanchez	Tesoro High School
Stephanie	Sanchez	Tesoro High School
Reannah	Sartoris	Newhart Middle School
Melissa	Saunders	Reilly Elementary School
Elisa	Schoonover	Crown Valley Elementary School
Ryan	Schreiber	Ladera Ranch Middle School
Roni	Schwartz	Benedict Elementary School
Kylie	Siglock	Chaparral Elementary School
Elizabeth	Silverthorne	Ladera Ranch Middle School
Jacqueline	Simmons	Don Juan Avila Middle School
Kelly	Skon	Aliso Viejo Middle School

FIRST NAME	LAST NAME	SCHOOL SITE
Amanda	Soboleski	Marco Forster Middle School
Wendy	Sottile	Marco Forster Middle School
Christa	Strick	Kinoshita Elementary School
Nicole	Summers	Palisades Elementary School
Celeste	Swanson	Tijeras Creek Elementary School
Ashley	Talbert	ATS
Jennifer	Tatala	San Juan Hills High School
Erin	Theisen	Psychologist
Peggy	Thomas Mackey	Crown Valley Elementary School
Mary	Todd	Don Juan Avila Middle School
Laura	Trudeau	Wagon Wheel Elementary School
Steven	Wade	Dana Hills High School
Andreas	Waldukat	Capistrano Valley High School
Katie	Wegner	San Juan Hills High School
David	Weinberg	Aliso Niguel High School
Lelia	West	Tijeras Creek Elementary School
Michael	Wigglesworth	Dana Hills High School
Elizabeth	Willey	San Clemente High School
Kimberly	Williams	Oso Grande Elementary School
Rebekah	Wing	San Juan Hills High School
Tiffany	Wondra	Ladera Ranch Middle School
Michael	Young	Dana Hills High School